

MANPOWER AND APPRENTICE TRAINING PROGRAM

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Last year, many of you will recall, it was my pleasure to talk to you about EEO. At that time we discussed the requirements of the 1968 Highway Act and the implementation of FHWA Interim Order 7-2(1). This order, I'm sure you are all aware, required the inclusion of specific contract requirements or special provisions in all Federal-aid contracts, making it a contractual obligation to implement a 10-point affirmative action EEO program.

Point 7b of Interim Order 7-2(1) provides that "consistent with his manpower requirements and as permissible under Federal and State regulations, the contractor will make full use of training programs, i.e., pre-apprenticeship, apprenticeship, and/or on-the-job training programs for the geographical area of contract performance."

In many areas of the nation, there were and are available to the contractor bona fide pre-apprenticeship and apprenticeship programs recognized by the Department of Labor, in some areas there were and are not. To alleviate this and to implement the 1968 Highway Act, a provision is now included in all Federal-aid contracts that "Apprentices and trainees working under apprenticeship and skill training programs which have been certified by the Secretary of Transportation as promoting equal employment opportunity in connection with Federal-aid highway construction are not subject to the wage and hour requirements of the Department of Labor and further providing that the straight line hourly wage rates for apprentices and trainees under such programs will be established by the particular program." This provision then made it possible for the contractor to develop his own training program promoting equal employment opportunity. The total of the provisions then required the contractor to provide training and made it possible to utilize the approved programs or develop his own.

In July of 1969 a workforce analysis was made for all Federal-aid projects in the nation. As a result it was determined that there were 684 apprentices and 663 on-the-job trainees employed in the industry. I might add that of these 1,347 trainees, 310 were minority.

It has been determined, however, that a critical shortage of skilled craftsmen exists in the industry. It has been calculated that this shortage will amount to 60,000 more or less by 1976. This shortage would require the training of 10,000 craftsmen per year for the next six years, which would obviously indicate that our 1,347 trainees in 1969 was insufficient to meet the demand.

To help eliminate this problem, the Department of Transportation and Federal Highway Administration have issued FHWA Interim Order 7-2(2) which requires the State, for those projects able to support training, to include a special provision for training in the contract.

This provision will require training of at least a specified number of employees. Each State has been given a quota based on the size of their Federal-aid program and the minority population. The Kentucky quota is 138. The program objective is, of course, to train workers for the highway construction program and to promote equal employment opportunity through employment and training of minority and disadvantaged.

The provision provides that training may be done under any program approved by the Department of Labor or Department of Transportation as of September 15, 1970, or that new programs developed after September 15, 1970 may be used if approved by the State Highway Department and the Federal Highway Administration.

The provision further provides that the contractor will be reimbursed for his training efforts at the rate of 80 cents per hour of training accomplished under an approved program. The total reimbursement, however, cannot exceed \$800 per trainee.

Should the individual contractor develop his own program to be presented to the State and FHWA, he should include in his submittal:

1. The number of persons to be trained in each classification.
2. The number of hours of training in each classification.
3. A description of the training for each classification.
4. The rates of pay for each classification.
5. His sources of recruitment.
6. The status of the trainee upon completion of the program.

The last item is probably one of the most important. The intent of the program is to train employees to become skilled workers. On completion of the training program, it is assumed that the employee will be able to enter the industry as a journeyman and therefore qualified to receive the journeyman rate of pay. Less than that would not fulfill the intent.

The State Highway Department will analyze their Federal-aid program, select projects able to support training, designate the number of trainees to be employed on the project, and include the required provisions in the appropriate contracts, and establish reimbursement and monitoring procedures.

It might be well to add that in Kentucky there are apprentice programs in existence which are approved by

the Department of Labor, and there are two programs approved by the Department of Transportation, one sponsored by the Ruby Construction Company of Louisville and one sponsored by Highway Contractors, Inc., of Kentucky. A third is being developed jointly by Highway Contractors, Inc., and Local 181 of the International Union of Operating Engineers, which we anticipate will be approved in the near future. We have been advised that other unions are interested in contributing to the training efforts and we assume that additional programs will be developed in the near future.

Some of you will recall that I reported last year that our workforce analysis in Kentucky showed 93 minority employed in a total workforce of 2,307. I broke that down as follows:

1. 56 Supervisors	-	0 Minority
2. 155 Foremen	-	2 Minority
3. 717 Operators	-	20 Minority
4. 166 Carpenters	-	2 Minority
5. 798 Laborers	-	56 Minority

This year our analysis indicated:

1. 181 of 2,464 were minority.

2. Of 81 supervisors, 0 were minority.
3. Of 158 foremen, 3 were minority.
4. Of 640 operators, 22 were minority.
5. Of 226 carpenters, 4 were minority.
6. Of 907 laborers, 120 were minority.

While the State Highway Department and Kentucky contractors are to be congratulated for their efforts resulting in a nearly 100 percent increase in minority employment, it is readily seen that to achieve equal employment we need a greater minority representation in the crafts; 3 percent of our operators were minority; 1.7 percent of our carpenters were minority, not to mention mechanics, ironworkers, plumbers, electricians, painters, etc., where the percentage of minority is negligible, while over 11 percent of our laborers were of the minority group. Most contractors during EEO compliance reviews, when questioned regarding their workforce breakdown, indicate that they are unable to locate trained minority craftsmen.

The new contract provisions regarding training, if fully implemented, will supply our industry with needed craftsmen and will better assure an equal employment opportunity for the citizens of Kentucky. I urge all of you, representatives of the State and highway contractors alike, to lend your full support to this training effort.